



Equality, Diversity and Inclusion Policy 2026-2027

Equality Impact Assessment: Askham Bryan College recognises the importance of the Equality Act 2010 and its duties under the Act. This document has been assessed to ensure that it does not adversely affect staff, students or stakeholders on the grounds of any protected characteristics.

1. POLICY STATEMENT

- 1.1 Askham Bryan College celebrates and values the diversity brought to it by all individuals who live, work and learn here and believes the College will benefit from attracting and retaining students and staff from a variety of backgrounds. The principles of equality, diversity and inclusion are at the heart of College life and are supported by appropriate policies, procedures and good practice.
- 1.2 Equality and Diversity are embedded within the College's strategic aims and opportunity and inclusivity are a fundamental part of College life.

2. PURPOSE

- 2.1 The purpose of this policy is to help bring the college values to life. It provides a framework to ensure that fairness, dignity, and respect are embedded in every aspect of college life – from the way we recruit and support staff, to how we teach, learn, and engage with our communities. It outlines the College's commitments to equality, the legal framework we operate within, and the behaviours and responsibilities expected of all members of our community.

3. SCOPE

- 3.1 This policy applies to all individuals involved with the College, including staff, students, individuals contracted to provide services and visitors to our premises.
- 3.2 This policy covers equality and diversity in relation to the protected characteristics as described by the Equality Act 2010. These are: age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

4. RESPONSIBILITIES

- 4.1 The Corporation has ultimate responsibility for the effective implementation of the Equality, Diversity and Inclusion Policy, the Equality Objectives and the Equality, Diversity and Inclusion action plan.

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- The practical application of the policy rests with senior leaders, including the CEO and Executive and members of the senior management team. The Corporation will be assisted by the Vice Principal, Assistant Principal (Students) and the Director of People and Organisational Development to ensure compliance with this Policy.
- The Assistant Principal (Students) is responsible for ensuring that learner-related issues are effectively addressed;
- The Director of People and Organisational Development is responsible for ensuring that staff-related issues are effectively addressed;
- Operational Managers in both support and curriculum areas are accountable for delivering the equality commitments in their designated areas of responsibility;
- All staff, students and others to whom this policy applies are responsible for ensuring that they read and understand this policy and seek clarification where required. Staff and students will be reminded of their responsibilities through the appropriate College communication channels;
- All staff and students, those carrying out work or delivering services on behalf of the College, are required to adhere to this policy and everyone is expected to support the College in promoting equality and challenging discrimination and harassment and sexual misconduct;
- The EDI Committee is responsible for overseeing the continuing application and development of the Equality, Diversity and Inclusion Policy in line with legislation and the College's strategic objectives and monitor the action plan.

Summary of responsibilities:

Corporation are responsible for ensuring that:

- The College is compliant with the equality legislation and the codes of practice supporting it;
- They proactively consider equality and diversity as part of their decision-making process;
- The Equality, Diversity and Inclusion Policy, Equality Objectives and Equality and Diversity Action Plan are implemented effectively;
- The membership of the Corporation reflects the diversity of the communities served by the College;
- Equality and diversity is fully integrated into the College's Operational Plans;
- They receive annual equality and diversity updates via the Quality and Standards Committee which is attended by a member of the Corporation; the Committee monitors progress on the Equality Objectives and Equality and Diversity Action Plan.

The Equality and Diversity Committee is responsible for:

- Overseeing the continuing application and development of the Equality, Diversity and Inclusion Policy in line with legislation and the College's strategic objectives;
- Advising on the formulation of policies, procedures and resources.

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The Equality and Diversity Committee will:

- Monitor equality data in relation to staff and students and agree actions to address any identified inequalities;
- Publish an annual report on the progress of the equality objectives and actions. This will also include an analysis of headline workforce and learner data;
- Review the equality objectives annually and set new objectives every four years;
- Prepare and deliver an annual EDI action plan to help the College meet their equality objectives;
- Support staff and learner voice initiatives and obtain feedback from the Students' Union, Trade Unions, staff and learner equality forums and other engagement mechanisms;
- Review and amend the Equality, Diversity and Inclusion Policy to reflect developments in equality legislation and best practice;
- Regularly report to Corporation and the SMT on equality and diversity issues.

The CEO and Executive Team are responsible for:

- Providing leadership and acting as champions to promote equality and diversity across the College community;
- Communicating the policy, internally and externally;
- Working with Governors and Senior Managers to ensure that the Equality, Diversity and Inclusion Policy, Equality Objectives and Equality and Diversity Action Plan are implemented effectively;
- Ensuring that appropriate action is taken against individuals working on behalf of the College who do not act in accordance with the policy.

The Assistant Principal (Higher Education) is responsible for:

- The oversight of the APP and reporting to HE Academic Board.

Managers are responsible for:

- Ensuring that staff have a clear vision and shared understanding of what the College is aiming to achieve through the policy;
- Implementing the policy as part of their day-to day management of staff;
- Ensuring equality and diversity issues are addressed in performance reviews;
- Ensuring all staff act in accordance with the Equality, Diversity and Inclusion Policy providing support and direction where necessary;
- Effectively managing and dealing promptly when investigating issues relating to potential discrimination, bullying, harassment and sexual misconduct;
- Ensuring that all decisions that will change provisions, practices or policies and affect the workforce or students are subject to an Equality Analysis;
- Taking the lead in creating a positive, inclusive ethos that challenges inappropriate language and behaviour and celebrates diversity.

Heads of Departments (Curriculum) are also responsible for ensuring that:

- Equality and diversity is promoted in all learner settings and embedded into curriculum areas;

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- Student performance is monitored by protected characteristic on a termly basis and actions set to address any identified gaps;
- Student performance by protected characteristic is recorded in the Self-Assessment Reviews (SARs) and actions are set to narrow any performance gaps for protected groups;
- Student induction programmes and tutorials develop students' understanding of equality, diversity and inclusion.

All staff are responsible for ensuring that they:

- Have read and understood the policy;
- Implement the policy in their day-to-day work and model behaviour that reflects the spirit of the policy;
- Treat people with respect and dignity in all their interactions;
- Notify their line manager of any concerns with regard to the conduct of other employees, students, visitors or third parties;
- Help to build an inclusive culture where diversity is valued and people feel confident to bring their whole selves into the working and learning environment;
- Challenge inappropriate and discriminatory language and behaviour by staff, students, placement providers and other users of our services.

People Services are responsible for:

- Developing employment policy and strategy with due reference to EDI considerations;
- Providing guidance to line managers and staff;
- Supporting managers in investigating issues relating to potential discrimination;
- Monitoring and reporting on the workforce equality data to the Equality and Diversity Committee;
- Championing equality and diversity issues, internally and externally;
- Facilitating training and development initiatives in relation to equality and diversity.

All students are responsible for ensuring that they:

- Adhere to the Student Code of Conduct and treat all members of the College community with dignity and respect;
- Create and maintain a learning and social environment where there is zero tolerance for bullying, harassment and sexual misconduct and or discrimination;
- Support and promote the Equality, Diversity and Inclusion Policy and procedures;
- Understand the consequences of contravening equality legislation and the Equality, Diversity and Inclusion Policy.

Partners, Contractors and Service Providers

- All partners, contractors and service providers will be responsible for adhering to any equality guidelines in agreements or contracts;
- The College is committed to ensuring that those organisations with which it works and employs will demonstrate their commitment to equality and diversity and have policies and procedures in place to achieve this.

4.2 The aims of this policy are:

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To ensure that all individuals are treated fairly and with dignity and respect.

- To create and promote an inclusive and positive culture and environment, fostering good relations and challenging and preventing prejudice, discrimination and harassment and sexual misconduct.
- To enable all individuals to achieve their full potential through the widening of participation, to contribute fully and derive maximum benefit and enjoyment from their involvement in the life of the College.
- To promote awareness, understanding and involvement in equality and diversity matters among staff and students.
- To ensure the meeting of regulatory functions of the Office for Students to have an Access and Participation Plan (APP).
- To promote the ethos of the 'Prevent' agenda by encouraging free and open debate amongst students, whilst challenging extremism. Our aim is that through classroom practice, social and College activities, staff and students will support belief in equality of opportunity and the celebration of diversity as part of the promotion of British Values within the College.
- This policy operates in accordance with legislation and other College policies and specifically those referred to in Appendix 1.
- The College will ensure its policies, procedures and practices comply with relevant legislation.
- As a public body, the College must comply with the public sector equality duty in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011.

This means we will:

- publish details of how we comply with the public sector equality duty – we will update this every year; and
- publish our College's equality objectives – we will update this at least once every 4 years

We will include details of:

- eliminating discrimination (see the Equality Act 2010);
- improving equality of opportunity for people with protected characteristics; and
- consulting and involving those affected by inequality in the decisions the College takes to promote equality and eliminate discrimination (affected people could include parents, students, staff and members of the local community)

5. MONITORING AND REVIEW

- 5.1 The Vice Principal will maintain oversight of the effectiveness of these arrangements. This Policy and the implementation arrangements which underpin it will be reviewed annually by the Vice Principal.
- 5.2 In monitoring and progressing the policy, the College will:
- consult employees, unions and other stakeholders;
 - take into account any relevant information from internal or external sources
 - have in place an Equality, Diversity and Inclusion Committee and Working Group.
- 5.3 The College will provide equality and diversity training and events for all individuals.
- 5.4 The College will seek to ensure that all individuals have equal access to all facilities. Adjustments to working and learning practices are considered wherever reasonably possible in order to accommodate a more diverse community.
- 5.5 To inform the setting of targets and the measurement of progress, the College will collect and analyse information by age, gender, ethnicity and disability where relevant and appropriate.
- 5.6 The College will carry out Equality Impact Assessments to assess the implications of policies and decisions on the College community and to help prevent and tackle inequality.
- 5.7 Where data relevant to EDI or protected characteristics is gathered/stored by College, will be done so in line with GDPR guidelines
- 5.8 The College will ensure that effective support and complaints mechanisms are available for people suffering discrimination.
- 5.9 The College will introduce positive action initiatives where patterns of under representation and differences in outcomes for staff and students are identified.

6. CURRICULUM, TEACHING LEARNING AND ASSESSMENT

- 6.1 The College is committed to promoting equality and diversity through effective teaching, learning and assessment.
- 6.2 Equality and diversity will be fully integrated into the learning experience and will be evident in developing schemes of work and delivering teaching, learning and assessment.
- 6.3 Leaders and managers will monitor learner performance by protected characteristic and relevant targeted groups, and, set actions with teaching staff to narrow any achievement gaps between different groups of students.
- 6.4 The curriculum offered will be regularly reviewed to ensure it is culturally sensitive and reflects the interests and backgrounds of the students.
- 6.5 All teaching staff will use resources and activities that are free from discriminatory or

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stereotypical assumptions or images.

- 6.6 All classroom and work-based students will receive information on equality and diversity as part of their induction programme. This will familiarise them with this policy as well as endorse our approach to dignity and respect. It will also ensure that they understand their rights and responsibilities to others whilst studying at College and on work placements.
- 6.7 A robust group tutorial programme will include a variety of equality and diversity topics to raise awareness, celebrate diversity and promote equality. This is further supported with campus-based enrichment themed events to increase understanding of diversity and encourage community cohesion.
- 6.8 Placements will be empowered and supported to challenge practices and behaviours in the workplace, which they feel contravene their employer's policy in relation to Equality and Diversity.

7. IMPLEMENTATION

- 7.1 To inform the setting of targets and the measurement of progress, the College will collect and analyse information by age, gender, ethnicity and disability where relevant and appropriate.
- 7.2 The College will carry out Equality Impact Assessments to assess the implications of policies and decisions on the College community and to help prevent and tackle inequality
- 7.3 Where data relevant to EDI or protected characteristics is gathered/stored by College, will be done so in line with GDPR guidelines
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- 7.5 The College will introduce positive action initiatives where patterns of under representation and differences in outcomes for staff and students are identified.

8. EMPLOYMENT

- 8.1 The College aims to employ a workforce that reflects, at every level, the community which it serves.
- 8.2 In seeking to achieve a balanced workforce at all levels, the College will ensure that no employee, job applicant or candidate for promotion will be disadvantaged or treated less favourably because of conditions or requirements that are not related to the job.
- 8.3 All staff will treat each other in a fair and respectful manner that is free from discrimination.
- 8.4 Reasonable adjustments will be made to working arrangements and premises to ensure equal access for employees or potential employees who have a disability or a particular health concern.

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- 8.5 All staff will receive timely and relevant equality and diversity training. The College supports a variety of delivery training models which include a mixture of induction, face-to-face and online sessions.
- 8.6 The College will regularly monitor the workforce profile and take positive action to tackle any under-representation of particular groups within the workforce as a whole and at different levels within the Members.
- 8.7 The People Services department will be responsible for the maintenance and reporting of equality data relating to the workforce. The Equality and Diversity Committee will review and monitor this data on a termly basis to identify any trends or differences between the protected groups and agree actions.

9. STUDENT SUPPORT AND STUDENT VOICE

- 9.1 All students will be encouraged to take part in Student Voice activities. These will be monitored to ensure that they are inclusive.
- 9.2 The College will also ensure that students on the Student Council represent the various equality groups.
- 9.3 Positive action will be taken to ensure that particular groups of students who are found to be more vulnerable to leaving their course early e.g. young parents and carers, Children Looked After and those who are Care Experienced, those seeking asylum and/or refugee status, those previously known to youth and criminal justice services and other target groups will be offered additional support.
- 9.4 The College recognises that support services enable students to gain access to the curriculum, to stay on programme and to achieve to the best of their ability. Students come to the College with a range of different educational needs. We aim to meet those needs through comprehensive initial assessments prior to courses beginning and additional support for students with a disability or learning difficulty.

10. EXTERNAL PARTNERS

- 10.1 External partners working with the College must comply with the Equality, Diversity and Inclusion Policy and have appropriate policies and procedures in place regarding equality and diversity.
- 10.2 When drawing up contracts and service specifications, the College will ensure that external partners are made aware of their legal duties in relation to equality and that they are specifically required to comply with all equality legislation when delivering services on behalf of the College.

11. VISITORS, CONTRACTORS AND SUB-CONTRACTORS

- 11.1 Visitors, contractors and sub-contractors must comply with the College's Equality Diversity and Inclusion Policy.

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11.2 College staff meeting visitors or employing contractors and sub-contractors are responsible for making them aware of the College's Equality, Diversity and Inclusion Policy and External Speaker Policy.

12. PUBLISHING THE POLICY

12.1 The policy will be published on the College website and intranet and will be reflected throughout various documentation and practices. A variety of alternative formats will be available on request.

13. UNACCEPTABLE ACTIONS AND BEHAVIOUR

13.1 This policy aims to ensure equality of opportunity and fair treatment for everyone. It is based on the principle that people have the right to their own beliefs and do not engage in activities or acts which interfere with the rights or beliefs of others.

13.2 Any attempt to coerce or threaten others to comply with a particular belief system (eg through unauthorised distribution of literature, threats or offensive remarks) may result in disciplinary action.

14. COMPLAINTS

14.1 Any form of bullying, harassment and sexual misconduct, or victimisation of any individual will not be tolerated. Allegations will be taken seriously and dealt with appropriately under the relevant procedure.

14.2 Any member of staff or students found guilty of unlawful discrimination or harassment and sexual misconduct will be subject to disciplinary action including, where appropriate, dismissal for gross misconduct. Appropriate action will be taken against any member of the public, visitor or service provider involved in unlawful discrimination or harassment and sexual misconduct.

15. SUPPORTING/RELATED DOCUMENTS

- Anti-Sexual Harassment Policy (Staff)
- Prevention of Student Harassment and Sexual Misconduct Policy
- Staff Disciplinary Policy
- Staff Disciplinary Procedure
- Staff Grievance Policy and Procedure
- Dignity at Work Policy
- Safeguarding Policy and Procedures
- Special Educational Needs and Disability (SEND) Policy
- Peer on Peer Abuse Policy and Procedures
- Student Behaviour Policy and Procedures
- HE and FE Admissions Policies
- Complaints Policy
- HE Students Complaints Policy
- Online Safety Policy
- APP Policy

- External Speaker Policy

16. RELEVANT LEGISLATION

16.1 In all aspects of this Policy (delete as appropriate) the College will comply with the following legislation:

- Sexual Offences Act 2003
- Equality Act 2010
- Protection from Harassment Act 1997
- OfS Condition of Registration A1
- OfS Condition of Registration E6 – for further details please see
- Condition E6: Harassment and sexual misconduct - Office for Students [Annex A: Condition E6: Harassment and sexual misconduct](#)

17. DOCUMENT HISTORY

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